

AMENDMENTS TO THE CLAIMS

- 1 1. (Original) A guidance process of maintaining goals in a system with at least
2 first and second goal types so as to promote goal alignment, the guidance process
3 comprising:
 - 4 providing a first rule for relationships between goals of the first goal type;
 - 5 providing a second rule for relationships between goals of the first goal
6 type and goals of the second goal type; and
 - 7 determining content for a user interface, based on the first and second
8 rules, such that the content facilitates goal alignment.
- 1 2. (Original) The method of Claim 1, further comprising:
 - 2 activating a wizard that facilitates goal modification, wherein:
 - 3 determining content for user interfaces comprises automatically
4 customizing content for a screen capable of being displayed by the wizard, based on at
5 least one of the first rule and the second rule.
- 1 3. (Original) The method of Claim 2, further comprising:
 - 2 activating the wizard in response to a request from a user to modify a goal;
 - 3 prompting the user to select a team to be associated with the goal from a
4 drop-down list of teams; and
 - 5 prompting the user to select a parent goal for the goal from a list showing
6 all team goals linked to the selected team.
- 1 4. (Original) The method of Claim 3, further comprising:
 - 2 in response to modification of the goal, automatically determining whether
3 a child goal exists for the goal; and
 - 4 in response to determining that the child goal does exist, automatically
5 flagging the child goal to cause a user interface for an owner of that child goal to indicate
6 that the child goal should be checked for alignment.
- 1 5. (Original) The method of Claim 4, further comprising:
 - 2 determining that the owner has verified the alignment of the child goal;
 - 3 and

4 in response to determining that the owner has verified the alignment,
5 automatically unflagging the child goal.

1 6. (Original) The method of Claim 5, wherein determining content for user
2 interfaces comprises automatically flagging the goal for supervisory approval in response
3 to determining that the user has a supervisor.

1 7. (Original) The method of Claim 6, wherein determining content for user
2 interfaces comprises:
3 populating objects for a graphical user interface with alignment
4 information and warnings; and
5 providing connections to tools for checking alignment.

1 8. (Original) The method of Claim 7, wherein populating objects for a graphical
2 user interface with alignment information and warnings comprises specifying an
3 appearance for at least one of a manager warning object, a feedback warning object, and
4 an alignment warning object.

1 9. (Original) The method of Claim 8, wherein specifying an appearance for at
2 least one of a manager warning object, a feedback warning object, and an alignment
3 warning object comprises highlighting the alignment warning object in response to
4 determining that the parent goal has been modified.

1 10. (Original) The method of Claim 8, wherein specifying an appearance for at
2 least one of a manager warning object, a feedback warning object, and an alignment
3 warning object comprises highlighting the manager warning object in response to
4 determining that a supervisor has provided feedback pertaining to the goal.

1 11. (Original) The method of Claim 7, wherein:
2 providing connections to tools for checking alignment comprises
3 providing an alignment warning object; and
4 the method further comprises displaying an interface for viewing the
5 parent goal, in response to selection of the alignment warning object.

1 12. (Original) The method of Claim 7, wherein determining content for user
2 interfaces further comprises providing an evaluation status object that indicates whether a
3 supervisor has evaluated the goal.

1 13. (Original) The method of Claim 12, wherein determining content for user
2 interfaces further comprises providing an evaluation summary object that reflects
3 evaluation results relating to at least one of importance and effectiveness of the goal.

1 14. (Currently amended) A method for managing goals using a computer system, the
2 method comprising:

3 storing at least first and second goals;
4 storing a relationship between the first goal and the second goal;
5 detecting modification of the first goal; and
6 in response to detecting modification of the first goal, facilitating goal
7 alignment by causing the second goal to be automatically highlighted for alignment
8 verification.

1 15. (Original) The method of Claim 14, wherein facilitating goal alignment
2 comprises:

3 in response to detecting modification of the first goal, automatically
4 recognizing the second goal as requiring alignment verification, based on the stored
5 relationship; and
6 wherein causing the second goal to be automatically highlighted is
7 performed in response to recognizing the second goal as requiring alignment verification.

1 16. (Original) A method for automatically providing notification of changes to
2 goals in a goal management system, the method comprising:
3 storing an owner for a first goal in a data processing system;
4 storing a parent link relating the first goal to a parent goal in the data
5 processing system;
6 detecting modification of the parent goal;
7 in response to detecting modification of the parent goal, automatically
8 recognizing the first goal as requiring alignment verification, based on the parent link;
9 and
10 in response to recognizing the first goal as requiring alignment
11 verification, causing the first goal to be highlighted for alignment verification in a display
12 associated with the owner of the first goal.

1 17. (Original) The method of Claim 16, wherein the first goal is highlighted in
2 further response to receiving a request from the owner of the first goal to display one or
3 more goals.

1 18. (Original) The method of Claim 16, further comprising permitting each goal
2 to be linked to no more than one parent goal.

1 19. (Original) A method for automatically soliciting feedback for changes to
2 goals in a goal management system, the method comprising:
3 storing a reporting link that relates a reporting individual and a supervisor
4 to whom the reporting individual reports directly;
5 storing a team owned by the reporting individual;
6 detecting storage of a goal relating to the team by the reporting individual;
7 and
8 causing the goal to be automatically highlighted for approval in a display
9 associated with the supervisor, based on the reporting link relating the reporting
10 individual and the supervisor.

- 1 20. (Original) The method of Claim 19, wherein the goal is automatically
2 highlighted for approval in response to creation of the goal.
- 1 21. (Original) The method of Claim 19, wherein the goal is automatically
2 highlighted for approval in response to modification of the goal.
- 1 22. (Original) The method of Claim 19, wherein the goal is automatically
2 highlighted for approval in response to creation of the reporting link.
- 1 23. (Original) The method of Claim 19, wherein the goal is automatically
2 highlighted for approval in response to a request from the supervisor to display one or
3 more goals.
- 1 24. (Original) The method of Claim 19, wherein each reporting individual is
2 linked to no more than one supervisor.
- 1 25. (Original) The method of Claim 19, wherein one owner is named for each
2 team.
- 1 26. (Original) The method of Claim 19, wherein:
2 the goal is a team goal; and
3 only the owner is permitted to manage the team goal.
- 1 27. (Currently amended) A method for keeping relationships between goals in a
2 computerized goal management system consistent with relationships between teams, the
3 method comprising:
4 linking a first goal with a first team; and
5 allowing a child goal of the first goal to be linked with a second team only
6 if the second team is a child team of the first team.
- 1 28. (Original) The method of Claim 27, wherein each team has no more than one
2 parent team.

1 29. (Original) The method of Claim 27, further comprising importing at least a
2 third team into the goal management system from a personnel database.

1 30. (Original) A method for using a computer system for restricting links
2 between goals based on team membership, the method comprising:
3 storing a team having a team owner and one or more team members;
4 storing a team goal having a link to the team; and
5 allowing a team-related goal that is linked to the team goal to be stored
6 only if the team related goal has a goal owner who is one of the one or more team
7 members.

1 31. (Original) The method of Claim 30, further comprising storing a personal
2 goal that is not linked to any team goals or team-related goals.

1 32. (Original) A method for managing goals according to Claim 30, the method
2 further comprising:
3 storing an owner for a first goal;
4 storing a parent link relating the first goal to a parent goal;
5 detecting modification of the parent goal;
6 in response to detecting modification of the parent goal, automatically
7 recognizing the first goal as requiring alignment verification, based on the parent link;
8 and
9 in response to recognizing the first goal as requiring alignment
10 verification, causing the first goal to be highlighted for alignment verification in a display
11 associated with the owner of the first goal.

1 33. (Original) A method for managing goals according to Claim 32, the method
2 further comprising:
3 storing a reporting link that relates a reporting individual and a supervisor
4 to whom the reporting individual reports directly;
5 storing a team owned by the reporting individual;

6 detecting storage of third goal relating to the team by the reporting
7 individual; and
8 causing the goal to be automatically highlighted for approval in a display
9 associated with the supervisor, based on the reporting link relating the reporting
10 individual and the supervisor.

1 34. (Original) A method for managing goals according to Claim 33, the method
2 further comprising:
3 linking a fourth goal with a first team; and
4 allowing a child goal of the fourth goal to be linked with a second team
5 only if the second team is a child team of the first team.

1 35. (Original) A method for managing goals, the method comprising:
2 creating first and second goals for storage in a goal management system;
3 modifying the first goal;
4 transmitting the modified first goal to the goal management system for
5 storage; and
6 receiving instructions to highlight the second goal as requiring alignment
7 verification.

1 36. (Currently amended) A computer readable medium comprising software
2 ~~Software~~ for managing goals, the software comprising:
3 means for recording and modifying goals;
4 means for recording and modifying relationships between the goals; and
5 means for automatically highlighting at least one of the goals in response
6 to modification of a related goal to facilitating verification and modification of goal
7 alignment.

1 37. (Original) A program product for managing goals within an organization, the
2 program product comprising:
3 computer instructions that:
4 store an owner for a first goal;
5 store a parent link relating the first goal to a parent goal;
6 detect modification of the parent goal; and
7 in response to modification of the parent goal, utilize the parent link to
8 cause the first goal to be automatically highlighted for alignment verification in a display
9 associated with the owner of the first goal; and
10 a computer-usable medium encoding the computer instructions.

1 38. (Original) The program product of Claim 37, wherein the computer
2 instructions cause the first goal to be automatically highlighted for alignment verification
3 in further response to a request from the owner of the first goal to display one or more
4 goals.

1 39. (Original) The program product of Claim 37, wherein the computer
2 instructions permit each goal to be linked to no more than one parent goal.

1 40. (Original) A program product for managing goals within an organization, the
2 program product comprising:
3 computer instructions that:
4 store a reporting link that relates a reporting individual and a supervisor to
5 whom the reporting individual reports directly;
6 store a team owned by the reporting individual;
7 detect storage of a goal for the team by the reporting individual; and
8 cause the goal to be automatically highlighted for approval in a display
9 associated with the supervisor, based on the reporting link relating the reporting
10 individual and the supervisor; and
11 a computer-usable medium encoding the computer instructions.

1 41. (Original) The program product of Claim 40, wherein the computer
2 instructions cause the goal to be automatically highlighted in response to detecting
3 creation of the goal.

1 42. (Original) The program product of Claim 40, wherein the computer
2 instructions cause the goal to be automatically highlighted in response to detecting
3 modification of the team goal.

1 43. (Original) The program product of Claim 40, wherein the computer
2 instructions cause the goal to be automatically highlighted in response to detecting
3 linkage of the reporting individual and the supervisor.

1 44. (Original) The program product of Claim 40, wherein the computer
2 instructions cause the goal to be automatically highlighted in response to receiving a
3 request from the supervisor to display one or more goals.

1 45. (Original) The program product of Claim 40, wherein computer instructions
2 permit each reporting individual to be linked to no more than one supervisor.

1 46. (Original) The program product of Claim 40, wherein computer instructions
2 require one owner to be named for each team.

1 47. (Original) The program product of Claim 46, wherein the computer
2 instructions allow only the owner to store goals for each team.

1 48. (Original) A program product for managing goals within an organization, the
2 program product comprising:
3 computer instructions that:
4 link a first goal with a first team; and
5 allow a child goal of the first goal to be linked to a second team only if the
6 second team is a child team of the first team; and
7 a computer-usable medium encoding the computer instructions.

1 49. (Original) The program product of Claim 48, wherein the computer
2 instructions permit each team to have no more than one parent team.

1 50. (Original) A program product for managing team goals and team-related
2 goals within an organization, the program product comprising:
3 computer instructions that:
4 store a team having a team owner and one or more team members;
5 store a team goal having a link to the team; and
6 allow a team-related goal that is linked to the team goal to be stored only
7 if the team-related goal has a goal owner who is one of the one or more team members;
8 and
9 a computer-usable medium encoding the computer instructions.

1 51. (Original) The program product of Claim 50, wherein the computer
2 instructions also store a personal goal that is not linked to any team goals or team-related
3 goals.

1 52. (Original) A system for managing goals, the system comprising:
2 processing resources that:
3 store an owner for a first goal;
4 store a parent link relating the first goal to a parent goal;
5 detect modification of the parent goal;
6 in response to detecting modification of the parent goal, automatically
7 recognize the first goal as requiring alignment verification, based on the parent link; and
8 in response to recognizing the first goal as requiring alignment
9 verification, cause the first goal to be highlight for alignment verification in a display
10 associated with the owner of the first goal.

1 53. (Original) A system for managing goals, the system comprising:
2 processing resources that:
3 store a reporting link that relates a reporting individual and a supervisor to
4 whom the reporting individual reports directly;
5 store a team owned by the reporting individual;
6 detect storage of a goal relating to the team by the reporting individual;
7 and
8 cause the goal to be automatically highlighted for approval in a display
9 associated with the supervisor, based on the reporting link relating the reporting
10 individual and the supervisor.

1 54. (Original) A system for managing goals, the system comprising:
2 processing resources that:
3 link a first goal with a first team; and
4 link a child goal of the first goal with a second team only if the second
5 team is a child team of the first team.

1 55. (Original) A system for managing goals, the system comprising:
2 processing resources that:
3 store a team having a team owner and one or more team members;
4 store a team goal having a link to the team; and

- 5 allow a team-related goal that is linked to the team goal to be stored only
- 6 if the team-related goal has a goal owner who is one of the one or more team members.